

Building addition planned

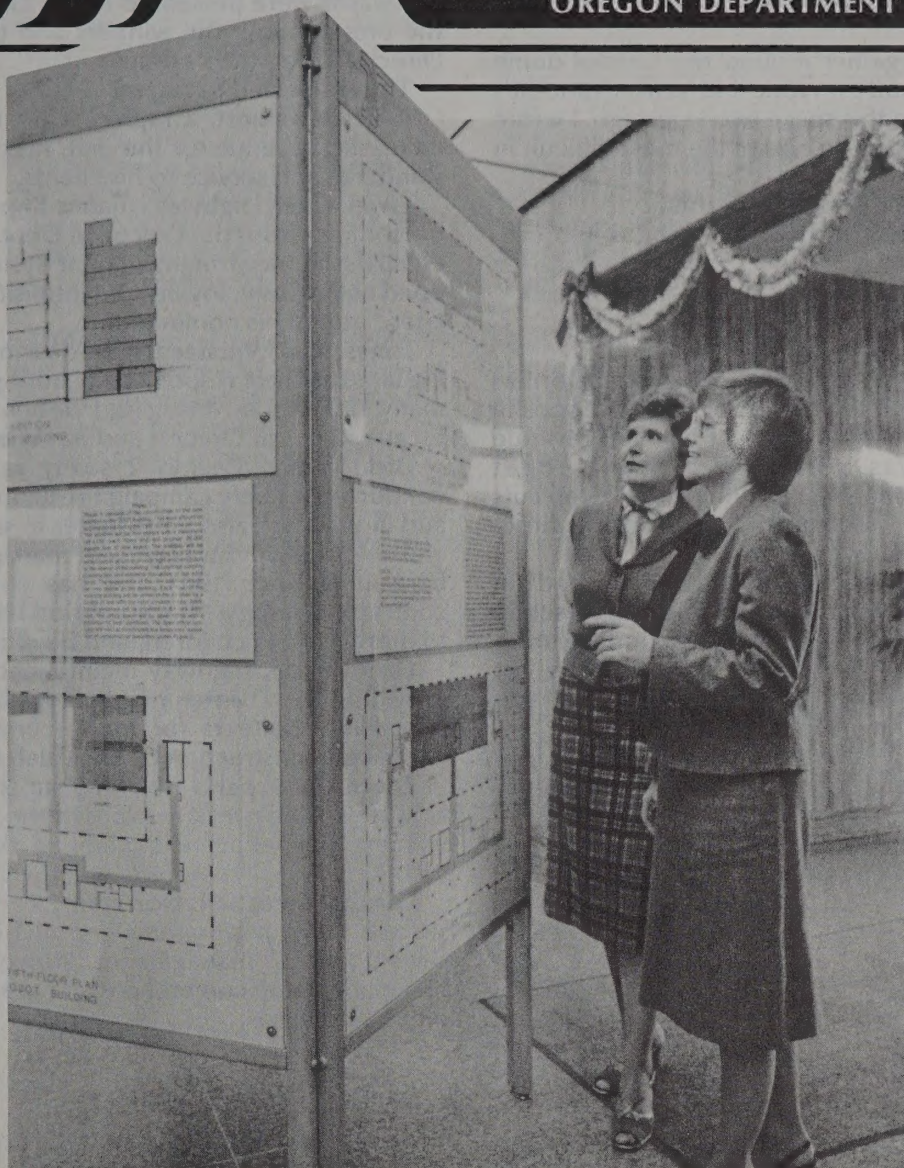
The Highway Division is in the process of selecting a consultant to design a five-story addition to the Transportation Building in Salem.

The addition would be built within the existing courtyard on the east side of the building and would include a basement. The project will provide 36,000 square feet of new office space, allowing sections that now rent office space in the vicinity of ODOT headquarters to return to the building.

Assistant State Highway Engineer Ed Hunter said the added space also would accommodate future growth needs identified in the Highway Division's Six-Year Plan. He said the Parks Division would remain in leased space several blocks from the Capitol Mall.

Hunter said that construction could begin as early as the fall of 1985, "provided the Legislature approves our budget."

ODOT Director Fred Miller noted that annual expenditures for leased space soon will reach \$400,000. "Substantial as this cost is, it is not the only impetus for consolidation of headquarters functions. Communications and the interaction of sections and people are essential for a well-balanced and enlightened transportation



EXPANSION PLANS--Donna Graning, right, and Joyce Veal, public affairs, view a display in the lobby of the Transportation Building explaining proposals for the addition of 36,000 square feet to the structure.

program," he said.

"As we retool this old building for the next 35 years or more, I invite the assistance and input of

ODOT employees," he said. "Everyone should have a chance to offer opinions about plans for the remodeled building."

Highway looks toward future when filling top engineer posts

A comprehensive process for selecting individuals to fill high-level vacancies in the Highway Division may have a profound influence on who will be running the division in 10 or 15 years.

According to Assistant State Highway Engineer Ed Hunter, the progression/succession planning process, introduced last year and expanded last month, benefits both the division and people eligible for promotion.

"We are looking for people with the potential to run the organization in the future, rather than just fill the vacant jobs right now," Hunter said.

Employees evaluated

The new approach started early in 1984 with a panel composed of the three assistant state highway engineers interviewing all candidates for top spots vacated by retirees. That process was repeated in December when the panel scrutinized nearly 30 candidates who had applied for various administrative positions.

After selections were made, one of the three panelists called each candidate to announce decisions.

Unsuccessful candidates were invited to meet with one or all of the panelists to discuss the interview and learn how to improve their qualifications.

That advice may include suggestions to further their education, get field experience or consider a transfer in the same grade to broaden their experience.

More personalized approach

The process was expanded in late December to cover HE 6 level positions. A panel consisting of six people supervising seven vacant positions interviewed 27 applicants.

Before this panel's decisions were announced, the group met with the three assistant highway engineers to certify that both panels were using the same criteria, Hunter said.

"With this process we sometimes offer people a job that was not their first choice, but offers better experience," Hunter said.

He said he feels this is a much more personalized approach to the interview process, and it enables top administrators to learn the strengths and interests of a large

number of people throughout the organization.

Through these examples and promoting the concept personally, division administrators hope the same approach will be used at all levels in the organization.

"We want managers to identify people in each classification that show distinct promise for higher positions. Through the performance evaluation process they should advise employees on what experience or training they need to prepare for advancement," he said.

Encourage transfers

Managers also should tell employees about opportunities that may occur during the next three years and encourage them to accept transfers, he said.

"This is a concept that I think is right," said State Highway Engineer Scott Coulter. "It provides an opportunity for the three branches of the division to take a longer look into the future."

"One of the principal parts of a manager's job is training others, and that in a large part must be on-the-job training, so assignments are

Continued on page 5

Personnel evaluation explained

Employees will begin to see results early this year from the comparable worth questionnaires they completed last summer, according to Anita Leach, Personnel Division administrator.

In January a computerized list will be sent to managers containing new classification titles and the names of people who fit under that classification, along with a paragraph description of the classification characteristics, she said.

Managers will review the information and return it to the Personnel Division with suggestions for necessary changes. This revised information will then be distributed to employees between February and April, she said.

Many more classifications

There will be several avenues for employees to request a review of their new assignment, if necessary, Leach noted.

She said this process will occur at the same time the Legislature is considering the final report of the comparable worth task force. Any changes as a result of the study must be implemented by legislation, she said.

"The new system defines jobs much more specifically than in the past. There will be many more classifications," she said.

The earliest that a new classification system could be in place would be January or July of 1986, she said.

She gave examples of several problems that will have to be dealt with as a part of the comparable worth program. For example, one position may be covered by several different unions and receive different pay in various state agencies.

The new system would need to find a way to make pay equitable in all similar positions, she said.

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The Capitol Scene...

By George Bell
Assistant Director
Intergovernmental and Public Affairs

Sometimes the dark clouds begin to gather around the Capitol dome several weeks before the opening gavel, and everyone knows in advance it's going to be a stormy legislative session. In this space two years ago, I wrote that the 1983 Legislature was "shaping up to be one of the most difficult in recent memory."

I mean, the signs were so plain that even I could spot them.

And sure enough, if you'll remember, it turned out to be a lulu of a session.

Small craft warnings were flying the whole time.

It was not a good session to be a legislator. Or a citizen.

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In 1983, the legislative majorities and the Governor were of opposite political parties. Projected revenue was seriously below budget requests, requiring either deep cuts or increased taxes--both painful remedies.

The Senate Democrats had an extremely difficult time selecting their leadership. Factions battled with each other until the very last minute, and the session began with some feelings still rubbed raw.

A sales tax measure was certain to be considered, but most legislators were afraid of it. In the end, the issue shattered all pretense of civility and order.

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Now, with the 63rd Legislative Assembly set to start in about two weeks, the atmosphere is completely different.

The signs generally seem pretty positive.

The economy has improved, and few groans went up when Governor Atiyeh announced his budget in December.

As with the last session, the Governor and the legislative presiding officers are of opposite political parties. But the major personalities involved seem more harmonious and appear less threatened by each other than in 1983.

Sen. John Kitzhaber, D-Roseburg, and Rep. Vera Katz, D-Portland, were elected presiding officers with relative ease and with little trace of rancor. They'll begin the session firmly in control of their offices.

Both Kitzhaber and Katz are intelligent and respected and are genuinely well liked by those who have worked with them in the past.

Neither, at this point, is felt to have ambitions for statewide office--clearly a plus factor in terms of successful legislative leadership. Governor Atiyeh has two years left in his term and is constitutionally barred from seeking re-election.

So, all in all, it is possible that politics, in the bare-knuckle partisan sense, will be fairly low key in the 1985 session.

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Perhaps the most critical factor is that all the principal players have signed off on sending a sales tax, in some form, to the voters.

Both Kitzhaber and Katz supported a sales tax in the 1983 session, and Governor Atiyeh announced in December his plan for a five percent sales tax, mainly to benefit education.

Rep. Tom Throop, D-Bend, the chairman of the House Revenue Committee, where a sales tax measure must originate, is a staunch advocate of the sales tax, and labored mightily to pass one in 1983.

Beyond that, such diverse lobby groups as the Oregon Education Association and Associated Oregon Industries have already endorsed the concept of a sales tax.

It is possible, of course, that all this common purpose and mutual resolve could crumble over differences on details of the sales tax.

The differences do exist, and great ships have foundered on smaller rocks.

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But in 20 years of watching, and being part of, the legislative process, I can't remember such an optimistic pre-session atmosphere.

Halley's Comet shows up more often than does such a hopeful set of signs.

If it doesn't last, if wrangling for advantage destroys the sales tax coalition, no one will be very surprised.

But if the trust and unanimity hold, if a sales tax measure is produced that Oregonians will vote for, the 1985 Legislative Assembly may turn out to be one of the most notable in this state's history.

The signs are there.



ODOT award winners:

Eight ODOT employees received outstanding management service awards from Governor Victor Atiyeh during ceremonies on Dec. 20.

Awards were presented in the Governor's ceremonial office. Following the presentation, the winners and their spouses attended a luncheon in Director Fred Miller's office.

Those selected included:

John Davenport, Graphics Unit manager, was cited for dramatically increasing revenue for the unit, his artistic skill and his dedication to high standards and service to his clients.

Owen Okel, Highway Finance Improvement Project manager, is working on contract from the Executive Dept. The project is a complete revision of ODOT's financial management system. "Owen's leadership style developed enthusiasm, loyalty and intensity in his staff that continues three years later," stated his nomination.

James "Hal" Versteeg, road design engineer, was recognized for managing large areas of responsibility during his 33-year career. He has organized many task forces, instigated design and construction of downhill truck escape ramps in Oregon and has been an active AASHTO member.

Dick Young, Region 2 safety representative, Highway Division, has conducted a safety campaign resulting in a steady decline in accident rates and injuries. He also participates in several community activities.

Bill Maude, highway project manager, has been involved with collective bargaining since 1981 and has completed many challenging highway contracts. During a 10-year period he and his wife have been foster parents to more than 45 children, and he is active in community events.

Danny Ryan, highway maintenance supervisor, Ukiah, was chosen for providing good winter maintenance between Long Creek and Battle Mountain. He volunteers for many community projects, and this past year organized construction of the Ukiah track.

Owen Lucas, parks Region 5 supervisor, is responsible for a geographic area stretching over one-third of the state. He coordinates park operations with many other agencies and has completed many division special assignments.

Carolyn Campbell, Northwest Region supervisor, DMV, has developed several training programs for division employees. She has completed several critical management projects, such as planning two statewide biennial training conferences and annual conferences statewide for all field office employees.

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Phillip Willett, a veteran of more than 17 years with the Parks Division, has been named 1984 Art Burt Park Employee of the Year.

Willett, a ranger at Cape Lookout State Park near Tillamook, was nominated by his regional supervisor, D.L. Walker.

Walker said Willett's "exceptional service and devotion to state park ideals, as well as the outstanding quality of his work, make him an ideal candidate for the award."

The award was presented Dec. 13 by Freda Burt, widow of Art Burt, who was with the Highway and Parks divisions for more than 40 years.

Nominees from the other four regions included Joe Giegerich, Silver Falls State Park; George Guthrie Jr., Shore Acres State Park; Ron Greenwood, the Gorge District; and



Phillip Willett

Charlene Mishler, Emigrant Springs State Park.

Letters



Governor applauds Portland projects

Fred Miller
ODOT Director

As you would expect, I travel the Portland area a great deal. It has occurred to me that something quite unusual has been going on.

Your department has been engaged in considerable activity on I-5 near the Tigard exchange and I-84 in preparation for light rail. During all of this potentially aggravating process, minimum traveler inconvenience has been experienced.

The public has been adequately informed of short-term closures so that they may avoid them, and flows of traffic around existing work

have been well designed.

All of this is a tribute to your leadership, professionalism of your engineers, sensitivity of your personnel on site and marvelous cooperation by your contractors.

My thanks to you all. You make us proud of what a community of understanding and concern can accomplish.

Victor Atiyeh

Victor Atiyeh
Governor



Oregon Department of Transportation

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Miller reviews '84 and challenges ahead

ODOT Director Fred Miller paused at the end of 1984 to review the year and talk about challenges ahead in 1985. This interview replaces his regular "Director's Corner."

Q: Looking back at 1984, how do you feel about the major accomplishments of the department?

A: Generally, I am happy with how we've measured up, and pleased with the progress we've made.

Q: Can you think of a single event or achievement that pleased you most?

A: One of the things that I like is that we get recognized more and more as a department that is well-run and as a place where others would like to work.

ing with one's peers in other states. In Idaho and Washington, for example, we talked about maintenance people getting together to compare their problems and solutions, and that has been done successfully. That stemmed, really, from dinner table conversation. You get a lot of informal conversations about what works in one state and how your staffs could be cooperating or sharing ideas.

Q: Our budget requests for 1985-87 have been reviewed and approved by the Governor. How do division budgets look to you?

A: Generally, the Governor has approved the budget that we developed internally. We are not looking for major new programs.

some encouraging signs in the recent past. And parks revenues have been in relatively good shape. So I'm anticipating that our revenues will continue to perform in a way to keep our division programs whole.

I'm a little bit worried about federal revenues right now, as we see some of the proposed cuts on the federal level. I'm not sure how that's going to impact our divisions.

Q: We have lost in recent years, particularly in the Highway Division, considerable talent because of retirements. What effect is this having on the department?

A: The loss of talent has two sides to it. It's very difficult to lose all of that expertise, since in many cases we

ing examples. We still need to do better, though.

Q: Your membership on the Comparable Worth Task Force has taken quite a bit of your time. What are your feelings, as a state administrator, about implementing this program?

A: It's a very complex issue. It's more than a comparable worth study. It's really a new classification study. My major concern is not as much with the outcome of the study, but with the way it impacts so many individuals within state government. When people are impacted, because their positions are moved from one classification to another, or where there are salary implications, that is unsettling, and it may take a long time to work through all of that.

Q: High technology is being applied in many areas of the department. Moving into high tech applications frequently means taking risks. How do you feel about this?

A: The world is changing so fast on things like microcomputers, that we should be using them more and emphasizing less the control aspects. There's an element of encouragement that's necessary. My feeling has been that it's better to see people experimenting and learning, because if we wait too long to make sure we get the right piece of equipment, by the time a decision is made, the technology may have changed. We need to

check periodically, though, and make sure that this is still the best approach.

Q: Looking 15 or so years into the future, what changes do you see taking place with respect to the transportation systems?

A: I get a surprisingly conservative picture. I think our country has experienced several waves of transportation development. My feeling is not to anticipate another wave. Fifteen years from now our system is going to look not too much different than it looks now. The next major wave, in my view, may well be communications substituting for transportation. We may not have to travel as much.

Q: Are there any closing comments you'd like to make to the people who'll be reading this column?

A: As I've mentioned throughout this interview, we have done some things better and better each year. That's a result of the cooperation and dedication of a lot of employees. I'd like to thank everyone for the support in the last year, and I hope we have even a better year in 1985.

The Best of 1984:

- ODOT is recognized "as a place where others would like to work."
- "We probably have the best relationship between a commission and a department anywhere in state government."
- "I'm very pleased with our progress in the personnel and affirmative action areas."
- "We have done some things better and better each year."



Q: Where is the department stronger than it was a year ago?

A: We're financially in relatively good shape in most divisions. The combination of a better financial base and doing a good job of managing adds up to being stronger.

Q: How would you describe the department's standing with the Transportation Commission right now?

A: We probably have the best relationship between a commission and a department anywhere in state government. The commissioners appreciate that their role is as a policy making commission. They want us to run the department. They view us as having some excellent people to do that and as being a good example of an effective government organization.

Q: You've been fairly heavily involved in two national-level activities this last year. Do you expect the same level of personal commitment in 1985?

A: The two positions that have taken the most time are president of WASHTO and chairman of a task force on the future of the federal highway program for AASHTO. They were time-consuming, but one-time tasks.

Beyond the obvious involvement in policy making, I'm convinced there's lots to be gained from deal-

Maybe the biggest thing is the Governor's highway modernization program. We have budgets that allow our divisions to hold their own and continue the levels of services they're providing right now.

Q: What can you tell us about the Governor's highway modernization program?

A: It will provide resources to carry out some projects that otherwise wouldn't be constructed until the 1990s. We're envisioning a two-cent gasoline tax increase and an equivalent weight-mile increase along with some bonding, if necessary, to do about \$200 million worth of these projects in a five-year period. Some of that money may go to projects on local road and street systems if they're related to economic development.

Q: How are revenues expected to perform through the next biennium?

A: Our revenues relate a lot to Oregon's economy. The Highway Fund revenues have been over our forecasts for this last biennium, and I suspect will continue at a relatively high level. Oregon's economy seems to be doing better lately, and I think that will keep our weight-mile taxes coming in at a little higher level.

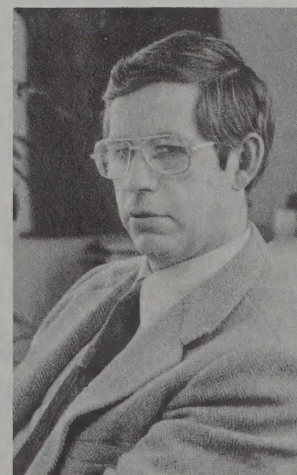
Aeronautics revenues, though they've been down, have shown

have people retiring after 30 or 40 years with the department. You can't lose those kinds of people without them being missed.

But at the same time it represents, for the first time in quite awhile, some promotional opportunities for a number of people in the department. We'll see some relatively rapid movement of people up through the ranks in the next few years, so we have to look carefully for opportunities for people to gain broader experience and become more effective managers.

Q: How do you feel about the status and progress made with respect to the department's "people programs"--affirmative action, employee development and training, employee recognition and evaluations?

A: Generally, I think we're doing the best ever. I'm very pleased with our progress in the personnel and affirmative action areas. I think many more managers are appreciating the value of recognition of people's day-to-day efforts. I review lots of performance evaluations, and there are some outstand-



Dishes bring television to remote stations

The world became a little smaller last month with installation of television satellite dishes at five remote maintenance stations and establishment of a telephone link with the Basque station in eastern Oregon.

The satellite dishes serve families living at the Basque, Santiam Junction, Brothers, Austin and Alkali Lake maintenance stations, according to Ray Leavitt, highway building superintendent. To qualify for the installation, stations had to meet several requirements. Families pay a monthly \$20 rental fee, he said.

Tom Moser, highway maintenance supervisor (HMS) at Brothers, said the satellite connection "makes a 100 percent improvement" in TV reception. "Before this, it was very spotty with lots of interference. You might get part of a program, but lose the rest."

It's 42 miles to the nearest town of Bend. "People here can't go out to eat or to a movie. This morning the temperature is zero, there's three inches of snow in the yard and a half-inch of ice on the road," Moser said. He thinks the television service will help keep workers stationed there.

Jack Wills, Santiam Junction HMS, said he knows that people in his compound use the television service regularly, because they call him immediately when snow piling on the dish has interrupted reception.

Fifteen sets are connected, and the improved television has raised morale, he said. "In the morning I hear people talking about the shows they saw the night before," he noted.

At the Basque station, the new

satellite installation serves three families who are appreciating the good reception and variety of programs, said Assistant HMS Dick Arnall.

Previously they relied on a 2 1/2-mile cable from a hilltop antenna to bring in television signals from Boise. Due to storms and other problems, the system "was out more than it was on," Arnall said, but it was better than nothing, since the nearest movie is more than 100 miles away.

Communication improved

Another communication improvement for the remote station came two months ago with installation of a radio telephone. Callers dial a number that reaches High Desert Communications in Lakeview. An operator there patches the call through to Basque over a police radio.

In the past, the station radio was not connected to a telephone system. People at Basque could receive an emergency message through the radio, then had to drive nearly 30 miles to use a telephone, Arnall explained.

He said none of the crew members minded losing the dubious distinction of being one of the last stations without telephone contact with the outside world.



SNOW JOB--Earl Englund, highway maintenance foreman at Santiam Junction, sweeps snow from the station's recently installed television satellite dish.

Many units find applications

Photo lab offers videotape service

With the addition of videotaping, ODOT's Photographic Laboratory has added a new dimension to the adage that "seeing is believing."

The photo lab recently acquired equipment to film, edit and produce videotape programs, said Jerry Robertson, supervisor. Staff photographers can film activities in the field, shoot live conferences or produce programs in a studio-like setting, he said.

They also can make duplicates of videotapes and convert tapes from 3/4-inch to 1/2-inch format, and they will edit tapes produced by other photographers, he said.

He said highway officials in other states and at the federal level are switching rapidly to videotape presentations, so Oregon must be compatible with their systems to trade information.

International audience

The Final Design Unit, for example, requested videotapes of road sections to supplement a roadside safety inventory, checking such things as the condition of guardrails and existence of hazards such as trees near highways. Videotapes saved repeat trips to certain sites, said Don Bedford, standard design supervisor.

Wilson McBeth, chief weighmaster, used videotapes prepared by the photo lab to train crews at 12 different weigh stations on various subjects. "They worked extremely well. The tapes showed things in motion and in real-world conditions," he said.

The ODOT photographers can claim an international audience for their work. Loyd Henion, manager of the Economic Services Unit, showed videotapes on a number of Oregon's innovative programs to an international conference of elec-

trical engineers in London in mid-December.

"In the future, I expect that peo-

ple will find many applications for video that we're not even aware of today," Robertson concluded.



SPLASH AND SPRAY coming from a truck flap being tested on wet highways is filmed by ODOT Photographer Orrin Russie. The filming is one of the first uses of the photo lab's new videotaping service.

Oregon begins equipment tests to cut truck splash and spray

Testing will begin in Oregon this month on specially designed equipment intended to reduce heavy truck splash and spray on wet highways, according to Bob Hamilton, outgoing Permits and Weighmasters Unit manager.

The tests, which are being watched with great interest by federal and state governments and private industry, are being conducted by four private firms with the help of the Highway Division and Oregon State Police.

The firms chose Oregon for the testing because of its wet winter weather and because it already has experience with splash and spray devices, Hamilton said.

"Several years ago, Oregon joined several other Western states in adopting a program of increased gross weight for trucks," Hamilton explained. "One of the conditions for getting permits to exceed 80,000 pounds gross weight is that truckers equip such vehicles with splash and spray devices."

State police and weighmasters will observe Bi-Mart and United Grocer trucks for 30 days, making notes on a preprinted test form.

"The requirement would be strictly for safety," Hamilton said. "The devices will help improve motorists' vision when behind trucks and help truckers see motorists better."

Coulter reviews excursion

Upon return from a three-week study of European transportation systems, State Highway Engineer Scott Coulter pronounced that "comparatively, our Oregon highway system is in pretty good shape."

"Europeans keep their motorways or freeways in better shape, partly due to higher driving speeds," he said. "But their secondary highways are in worse condition than ours."

The trip verified Coulter's previous conviction that the U.S. must find ways to modify commercial vehicles to handle container cargo shipments. Europe has higher weight limits providing those countries an advantage in intermodal transportation, he said.

Intrigued by enforcement

He was intrigued by several enforcement procedures.

"In parts of France and Germany, heavy freight trucks can't operate on the highways during weekends," he said. In one location where several accidents had occurred, signs flashed speed limits that applied only to trucks. If truckers were driving too fast when they passed the last warning sign, cameras took a photo of the truck and the driver received a ticket in the mail, he said.

"Many countries seem to try to get fairly high voluntary compliance with regulations, for example, through high fines," he said.

One of seven members of the study, Coulter headed a task force focusing on truck size and weight. The group is assembling a report for the International Road Federation.

Crews battle to keep Siskiyou pass open

Men and machines are winning more of the winter battles with Mother Nature to keep I-5 open through the Siskiyou Mountains to the California border, thanks to a number of communication programs.

No winner has been declared yet for this winter, however. Higher elevations in that area already have more roadside snow than sometimes accumulates for an entire season, said George Thornton, District 8 maintenance supervisor.

Curves and grades exceeding six percent exist on some portions of the roadway. Heavy trucks cannot negotiate the grades even with chains after snow pack begins to build up on roadway surfaces, he said.

"Conditions this year have been far worse than normal," he said. "The interstate was blocked for several hours during a white-out on the weekend after Thanksgiving. There were many vehicles without chains. Some people just won't put them on unless they're forced to."

Thornton's district stops short of using force, but employs a number of methods to encourage people to carry and use chains.

Lighted signs on both the California and Oregon slopes of the summit are turned on when chains are required to cross the mountains. Crews of temporary maintenance employees travel to both sides to advise motorists that chains are required, and they stop traffic, with assistance from state police, if a blockage occurs.

During the past couple of years, the district has issued chain installer permits on a trial basis, authorizing people to install and remove chains for a set fee. The system controls unauthorized operations by unscrupulous installers, standardizes fees and keeps the number of installers at a reasonable number, Thornton pointed out.

After evaluation this spring, the program may be extended to other sections of the state, he said.

Road and weather phone lines in the Medford state police district



SNOWFALL has been early and heavy in Oregon's high mountain areas, as shown by this plow at work and its iced-over license plate (inset).

office provide up-to-date recorded reports of highway conditions for the area. In addition, signs posted along the interstate tell motorists which radio stations broadcast current weather reports.

Median openings have been constructed to allow plowing, sanding and pusher truck equipment to get to a problem area quickly.

To coordinate the program, rep-

resentatives from Oregon and California transportation departments and state police meet annually.

Thornton said one of the most beneficial improvements has been communication. Not only do both states have direct telephone contact, but maintenance supervisors' vehicles have mobile radios with both California and Oregon channels.

Highway fills posts

Continued from page 1

important," he said.

"I'm very pleased with how the Highway Division is approaching

the selection of employees," said ODOT Director Fred Miller. "The division is placing a premium on

management abilities and building people for the future. That will ensure that we continue to have a strong and healthy organization. It should be a very exciting place to work."

Selections made by the panel of three assistant highway engineers include:

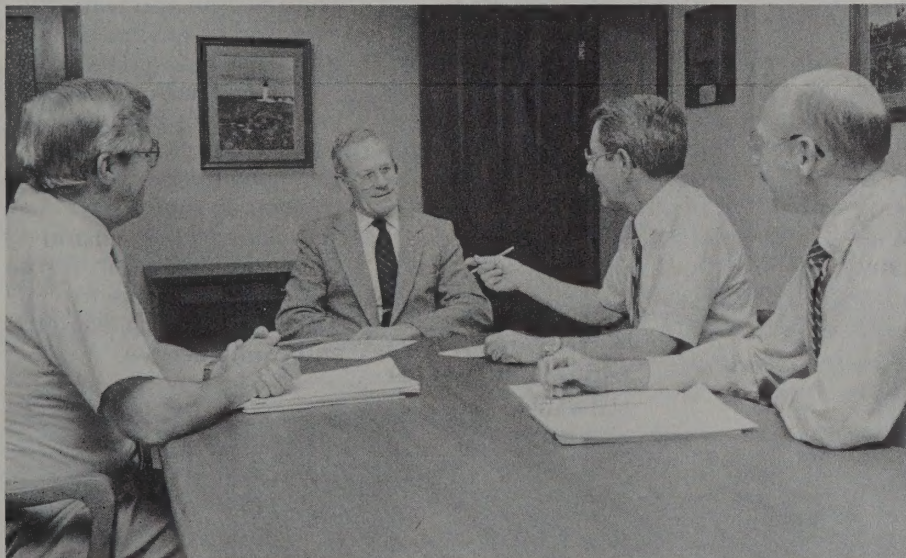
--Duane Christensen, named road design engineer; his former position of Region 2 engineer now filled by Bill Anhorn.

--Don Adams, selected as maintenance engineer; his previous assignment of final design engineer goes to Rick Kuehn.

--Bob Pool, location engineer; his former assistant Region 4 engineer position taken by Steve Macnab; Macnab's former specification engineer slot now assigned to Ted Litchfield.

--Bob Blensly, research engineer.

--Max Klotz, permits supervisor. The February issue of VIA will contain more information about these assignments and other promotions.



INTERVIEW--Duane Christensen, second from left, who was recently appointed road design engineer, is interviewed by the three Highway Division assistant state engineers, from left: Pat Schwartz, Ed Hunter and Bob Bothman.

Immel directs rail program

Ed Immel, 41, has been named manager of ODOT's rail program in the Policy and Planning Section. He replaces Dave Williams who was promoted to policy analyst.

Immel has been a transportation planner for the PUC rail program for the past three years. Prior to that he was manager of ODOT's Willamette Valley Rail Project for nearly two years. During 1977, he was a grant report writer for the Metro Division in Portland. His experience includes personal inspections of all 3,000-plus railroad crossings and 17 rail lines in Oregon.

As rail manager, he will maintain an inventory and cost/benefit update of all rail lines and services in Oregon. Currently, there are three major rail lines and 14 short lines, ranging in size from Union

Pacific to the Union Railway of Oregon in Union County at 1.5 miles.

ODOT is the state agency responsible for administering the Local Rail Service program for the Federal Railroad Administration of the U.S. Department of Transportation.

Remembering

Aaron E. Dumbeck, 63, died Nov. 2 in Depoe Bay where he had moved following retirement in December 1982. A Highway Division employee for 27 years, he had served as weighmaster in Pendleton.

Charles Winter Brown, 93, Dallas, died Dec. 18. He was a foreman for the Highway Division, retiring in 1957.



UNPACKING one of 46 IBM terminals and 18 printers recently installed in the department to replace outdated Harris equipment, are, from left, Jim Weisgram, Ben Purkey and Glen Thommen. The IBM machines provide faster response with the main ODOT computer at no greater cost than the older system.

Ceremony surprises Talbot

Dave Talbot's 20 years at the helm of the Oregon Parks and Recreation Division were saluted recently during a surprise ceremony.

In addition to congratulatory words from ODOT Director Fred Miller, letters from or in behalf of the four governors who have held office during Talbot's tenure were read.

Mark Hatfield, now Oregon's senior U.S. senator, was governor when Talbot took the top parks post. Sen Hatfield congratulated Talbot for "the expert job you have done..."

A Tom McCall aide wrote, "You were a valuable part of the McCall team that brought memorable and permanent change to Oregon."

Current Gov. Vic Atiyeh saluted many of Talbot's achievements, concluding with a remark that, "I am told that the legendary Samuel Boardman, the 'father' of Oregon parks, served as superintendent for 20 years and 10 months. The fact that you will exceed that remarkable record of longevity next Nov. 1 speaks highly of the regard in which you are held by those who have served as Governor of Oregon during the past two decades."

CANDID COMMENTS



Jerry Robertson is VIA's roving photographer. VIA's editors frame the question of the month, and answers are edited only for length.

Long-term employees who retired in December were asked the following question:

What was the highlight of your ODOT career?

Don Billings, HWY Design Team Leader, Milwaukie



DON BILLINGS

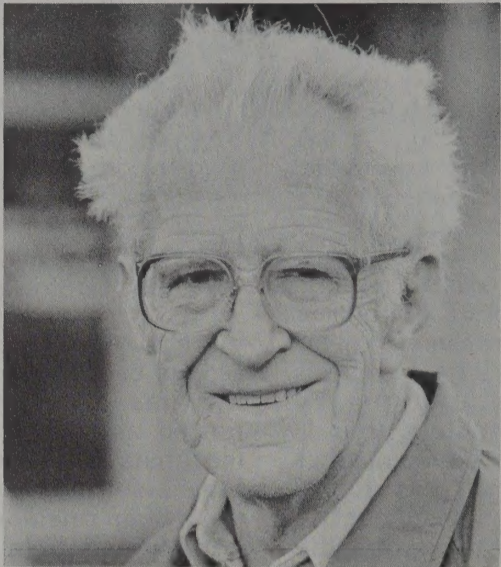
I started my career on the Banfield Freeway, which was the first limited-access freeway in the area. Now I'm finishing my career on the Banfield light rail project. Both were the beginnings of major systems. It seems I've been involved with the Banfield throughout my career, along with all other Portland freeways.



Jean Boyce, DMV Management Assistant B, Salem

JEAN BOYCE

Conversion to a computerized system was a real accomplishment. I had spent 10 or more years wading through paper before the conversion. We laugh at and cuss the computer, but without it, we would be in bad shape. I've gone through several system conversions, and each has been better for us and for the state.



William Milne, HWY Geologist 3, Salem

WILLIAM MILNE

There was no high point, per se. There was heat, cold, rain, snow and hazardous conditions. There was trying to keep delicate electronic equipment functioning. There was the stress of using explosives safely. There was the excitement of dealing with puzzling and intriguing problems requiring ingenuity and improvisation. I would get a high when working with engineers and lawyers who knew how to use my expertise.

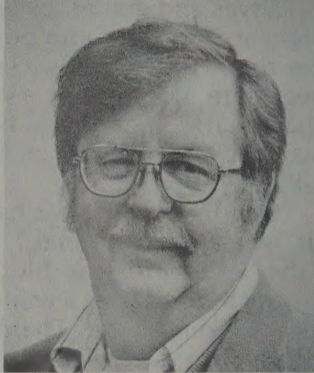
George Kozisek, HWY Heavy Equipment Mechanic 1, Salem



GEORGE KOZISEK

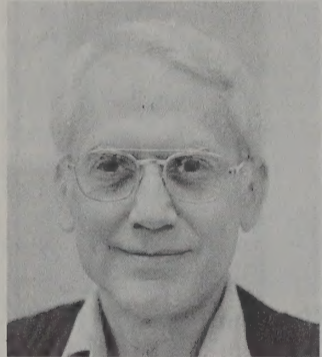
I think the most satisfying part of my career would be working with the people in the Salem shops and people in the field. They are some of the finest people you would find anywhere. Being able to help them with a problem has been most rewarding. I used to be sent on the road to fix equipment. You'd go to work on one piece of equipment and find many other problems to take care of, too.

Paul Barnhart, HWY Project Manager, Portland

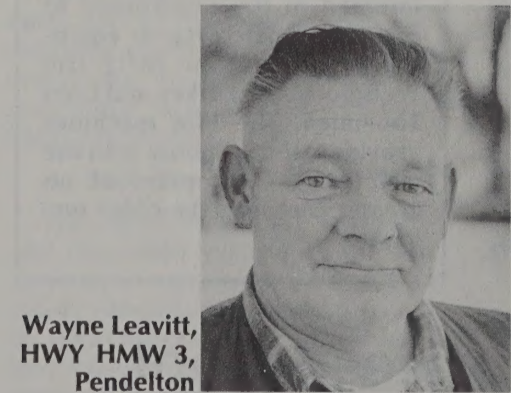


PAUL BARNHART

Macadam Ave. on the Lake Oswego Highway and Kruse Way from I-5 to lower Boones Ferry Rd. were both complicated and controversial projects. Kruse Way was new construction and was opposed by environmental groups. Macadam Ave. had only a narrow area to work in while maintaining heavy traffic flow. It was gratifying to complete the projects so they were appealing to the eye and usable for the public. It has also been gratifying to work with such dedicated and caring people.



Joseph Gaither, HWY Federal Aide Supervisor, Salem



Wayne Leavitt, HWY HMW 3, Pendelton

JOSEPH GAITHER

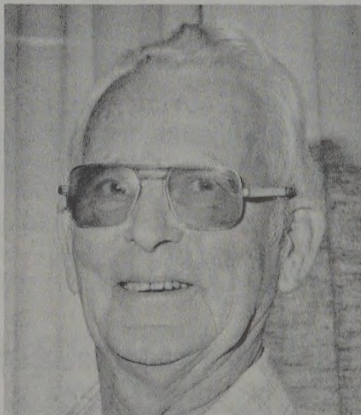
Thinking back over the highlights of my career, I am unable to name one that would overshadow all of the many that come to mind. Hardly a day passed without a challenge to face or an accomplishment achieved. It seems like just yesterday when I started.



Carolyn Whitesides, HWY Property Records Specialist, Salem

WAYNE LEAVITT

During the '64-65 Christmas flood, I got called out for three or four weeks. We worked 12-14 hours a day with no days off and were away from our families during the holidays. We repaired bridges and had to use mining cars to clean debris out of pipes going under the freeway. It took three months to clean up. Once I was home only long enough to get clean clothes.



Pete Slusher, Parks Park Manager B, The Dalles

CAROLYN WHITESIDES

Highlights in 28 years: growth of the highway system; challenges of downed timber removal following the 1962 Columbus Day storm and the 1964 flood; hundreds of buildings sold to clear for mammoth construction projects; and abandonment of the Mt. Hood Freeway, which left us hundreds of rental units to manage.

Darrell Vessey, HWY Asphalt Inspector, Milwaukie



PETE SLUSHER

Winning of the 1983 Art Burt Award for field employee of the year was the pinnacle of my career with state parks. I was surprised. It's pretty rough to get up and give a speech before 200-300 people with no prior warning.

DARRELL VESSEY

Two items: 1) Working on all the freeways in the Portland area to check that asphalt being mixed meets specifications. There are 14 plants in the area, many going at the same time in summer. Every mix must be checked and tested. 2) Being directly involved with testing recycled asphalt. In the past we paid to get rid of it; now contractors pay to get it brought back.

ODOT '84 retirees mark end of careers

More than 100 employees across the state celebrated the end of their ODOT careers with numerous parties and dinners held in their honor. Many of these people, along with former retirees, attended an open house Dec. 19 at the Transportation Building. ODOT Director Fred Miller thanked everyone who helped make the open house and other celebrations memorable events for those honored. Following are those who retired at the end of 1984:

30-39 years

Clayton K. Ansell, HE 5, 401 Meadow Court, LaGrande 97850; 34 years.
 Gordon J. Ballard, HE 6, 1238 Hemlock NW, Salem 97304; 33 years.
 Paul R. Barnhart, SHE B, 777 SE Harmony Rd., Milwaukie; 37 years.
 Donald E. Beecroft, SHE C, 3625 12th Court SE, Salem 97302; 33 years.
 Gordon Beecroft, research engineer, 190 Menlo Drive N, Salem 97303, 39 years.
 Donald D. Billings, SHE B, 3544 SE 158th, Portland 97236; 32 years.
 Kenneth A. Brown, HMS A, 6959 Pinehurst, Central Point 97501; 32 years.
 William L. Brown, HE 1, 2712 SE Maple, Milwaukie 97222; 32 years.
 Joel E. Burnell, HE 1, 1025 NW Greenley, Roseburg 97470; 36 years.
 Dennis D. Clarke, info. rep. 3, 1580 Norway, Salem 97303; 33 years.
 Gordon E. Cochran, geologist 2, 2005 Oak St., LaGrande 97850; 32 years.
 Dudley C. Cox, HMW 3, Route 1 Box 98, Maupin 97037; 33 years.
 Gene D. Daimler, HMS C, 1033 Crest Acres, Coquille 97423; 34 years.
 Jack L. Davis, HE 5, 4190 Oakman St. S, Salem 97302; 32 years.
 Harry R. Eckstein, ET 3, 2115 First St., LaGrande 97850; 31 years.
 Adele Egan, right-of-way agent, 9855 River Rd. NE, Salem 97303; 36 years.
 Joseph W. Fields, HE 3, PO Box 13459, Salem 97309; 32 years.
 Clayton T. Flink, HE 3, 11067 SE Wichita Court, Milwaukie 97222; 33 years.
 Robert D. Fosnot, HMW 3, 2310 "F" St., Baker 97814; 32 years.
 Alfred Forman, program executive C, 270 21st St. NE, Salem 97301; 38 years.
 Kirk A. Fox Jr., carpenter foreman I, 4485 Hager Street, Salem 97301; 38 years.
 Francis B. Frasier, HMS A, 32483 Oakville Rd., Albany 97321; 33 years.
 Joseph L. Gaither, SHE C, 1180 Nebraska Court NE, Salem 97301; 35 years.
 Charles O. Gilman, HMS A, 36471 Alder Branch Lane, Springfield, 97458; 26 years.
 Neva M. Goeres, clerical specialist, 2010 Bellevue SE, Salem 97301; 35 years.
 Art Gottfried, SHE 4, 987 Moneda St. N, Salem 97303; 32 years.
 Donald D. Haevischer, ET 2, 14210 SW 112th #6, Tigard 97223; 33 years.
 Robert P. Hamilton, SHE D, 860 McGilchrist St. SE, Salem 97302; 34 years.
 Jack Dean Hansen, HMW 3, Route 1, Box 500, Mt. Vernon 97865; 32 years.
 Leonard Hatteberg, highway shop supervisor, 1010 N Water St., Silverton 97381; 33 years.
 Richard S. Hawkins, SHE C 2625 E 12th St., The Dalles 97058; 36 years.
 Donald W. Hollett, HMS C, 7075 Fawcett Creek Rd., Tillamook 97141; 36 years.
 Bobby D. Johnson, SHE B, 2120 NW 21st St., Pendleton 97801; 37 years.
 William M. King, ET 4, 4915 Swegle Road NE # 70, Salem 97301; 31 years.
 George Kozisek, heavy equipment mechanic 1, 2230 Greenwood Rd., Independence 97351; 31 years.

Phyllis Lannigan, administrative assistant, 3100 Turner Rd. SE 429, Salem 97302; 37 years.

Charles W. Leavitt, HMW 3, 820 SW 1st, Pendleton 97801; 31 years.

Loren H. Lynch, ET 2, 2455 N 19th St., Springfield 97477; 33 years.

Roy C. Martin, HMS B, Box 503, Arlington 97812; 34 years.

Victor L. Martin, HMW 3, 1732 SE Hamilton, Roseburg 97470; 33 years.

Jack C. McCormick, SHE C, 542 Hewitt Lane, Roseburg 97470; 38 years.

Myrle McLaughlin, MVR 2, 746 NE 12th, Grants Pass 97526; 31 years.

Donald R. Meyer, HMW 2, 16625 SW 147th, Tigard 97223; 31 years.

William P. Milne, geologist 3, 38521 Hwy. 226, Scio 97374; 32 years.

Melville L. Mitchell, HMW 3, 242 SE 7th, Troutdale 97060; 38 years.

Joe S. Newland, HMS 1, Route 1 Box 68, Stanfield 97875; 35 years.

Raymond E. Pierpoint, carpenter sup. A, 2555 Ellis Ave., Salem 97301; 33 years.

Ardeth W. Reynolds, HMW 3, PO Box 84, LaPine 97739; 34 years.

Stanley G. Rising, HMW 3, 130 Pinnington Rd., Grants Pass 97526; 38 years.

Wil W. Robertson, SHE B, 216 McCartney Drive, Bend 97702; 38 years.

Darrell D. Vessey, ET 3, 14150 NE Eugene Court, Portland 97230; 33 years.

Wayne W. White, HMF 1, Box 214, Jordan Valley 97910; 32 years.

Gerald Workman, HMS 4, Route 5 Box 1090, Klamath Falls 97601; 37 years.

Robert C. Zitzewitz, SHE B, 321 Weiby, Silverton 97381; 34 years.

20-29 years

Jacques Bergman, model maker supervisor, 3808 SE Hewett Blvd., Portland 97221; 26 years.



VISITING with former retirees Bob Ellison, right, and John Jenkins is Region 3 Engineer Jim Gix, left.



STARTING through the refreshment line at the annual retiree open house held Dec. 19 are '84 retiree Shirley Doerfler, right, and former retiree Dee Head.



RETIREEES Cece Head, left, and Lester Farnam discuss photos of early commission activities.

Robert L. Schroeder, HE 8, 4390 Lone Oak Rd. SE, Salem 97302; 32 years.

Elmer L. Scofield, HE 4, 1035 Morningside St. SE, Salem 97302; 34 years.

Robert J. Stark, purchasing analyst I, 1650 18th St. NE, Salem 97301; 33 years.

Bruce E. Taylor, HE 4, 2348 Delaney Rd. SE, Salem, 97306; 32 years.

William H. Tebeau, SHE E, 1146 38th NE, Salem 97303; 36 years.

Frank E. Terpin, HE 7, 1190 Lupin Lane NW, Salem 97304; 37 years.

George T. Thornton, SHE C, 2418 Hillcrest Rd., Medford 97504; 37 years.

James H. Versteeg, HE 8, 6108 Aspen Way NE, Salem 97301; 33 years.

Robert H. Billick, HMW 3, PO Box 218, Drain 97435; 20 years.

Roberta Jean Boyce, management assistant B, 730 16th NE, Salem 97301; 22 years.

Ralph W. Brutscher, ET 3, 1347 30th St. N., Springfield 97477; 29 years.

Raymond W. Bunch, HMW 2, 6420 4th Plain Blvd., Vancouver, WA 98661; 29 years.

Doris Deter, personnel assistant, 1628 Mistwood Drive NE, Salem 97303; 25 years.

Shirley M. Doerfler, clerical specialist, 4566 19th Place NE, Salem 97303; 28 years.

Jean Ewen Jr., right-of-way agent, 1115 Winter St. NE; Salem 97301; 29 years.

Dorothy Gray, MVOM A, 1313 Bridge St., The Dalles 97058; 24 years.

Paul W. Hockett, HMS 2, 3795 Blossom Drive NE, Salem 97303; 26 years.

Donald L. Hopkins, right-of-way agent 2, 1635 Rio Vista Way, Salem 97302; 21 years.

Keith M. Ingalls, HMW 2, P.O. Box 463, Terrebonne 97760; 24 years.

Maryetta A. James, MVR 2, PO Box 215, Hubbard 97032; 22 years.

William R. Jones, HMW 2, 123 SE 18th, Pendleton 97801; 21 years.

William D. Martens, asst. chief weighmaster, 4573 Juliana Loop SE, Salem 97301; 22 years.

Jack M. Martin, HE 4, 2117 NW 27th, Corvallis 97330; 28 years.

Royce E. Moore, HMW 3, Route 2 Box 101, Elgin 97827; 22 years.

Merl E. Mulkey, fiscal coordinator 1, 5040 Newberg Drive N., Salem 97303; 29 years.

Wayne H. Olney, HMW 3, 31539 SE Lawrence Rd., Estacada 97023; 22 years.

Elliott Parker, geologist 3, 1348 SE Overlook Ave., Roseburg 97470; 29 years.

Adelyne M. Parks, clerical specialist, 3350 Glendale Ave. NE, Salem 97303; 23 years.

William J. Perkins Jr., HMS C, 1113 N Terry St., Portland 97217; 23 years.

John Peters, ET 2, 575 Evans Ave., Keizer 97303; 23 years.

Henry E. Rauch, HMF 2, 831 6th Ave Box 799, Seaside 97138; 20 years.

Francis (Pete) Slusher, park manager B, 1721 E. 12th #9, The Dalles 97058; 22 years.

C. J. Smith, HMS B, 2625 Altamont Dr. Box 12, Klamath Falls 97601; 24 years.

Phillip O. Stearns, HE 4, 1026 5th St. NE, Salem 97301; 26 years.

Melvin Storey, park ranger 2, 353 Juedes Ave., Salem 97303; 20 years.

Robert Stutzman, ET 4, 4692 Princess Ct. NE, Salem 97303; 21 years.

Charles E. Turner, HE 2, 3723 Ibex NE, Salem 97303; 25 years.

Carolyn M. Whitesides, administrative assistant, 986 Fifth Street NE, Salem 97301; 28 years.

Bill Yee, HMW 3, 267 E. Madison, Burns 97720; 20 years.

10-19 years

Fred J. Bemis, MVOM, 2495 Benson Lane, Eugene 97401; 17 years.

Gilbert Cardwell, MVD hearings officer, 1463 Rafael St. N., Salem 97303; 19 years.

Charles E. Church, toll collector, 918 Denver Place, Astoria 97103; 16 years.

Theodore W. Corley, HMW 2, PO Box 216, Ukiah 97880; 16 years.

Donald W. Culver, HMW 3, Service Creek Route, Fossil 97830; 18 years.

Everett C. Haines, HMW 2, 16512 NW 61st, Ridgefield, WA 98642; 17 years.

Ruth Huffman, MVOM A, PO Box 1013, Route 1 Morris Rd., Baker 97814; 17 years.

Elizabeth O'Harra, clerical specialist, 1130 13th St. NE, Salem 97301; 12 years.

Gordon W. Olcott, geologist 2, 4094 Lucille Ave. SE, Salem 97302; 10 years.

Robert E. Rees, HMW 2, 542 Charlotte Anne Rd., Medford 97501; 10 years.

Raymond A. Roadnight, ET 2, 2193 49th Court NE, Salem 97303; 19 years.

Vernon L. Sayre, HMS 1, 47736 W First St., Oakridge 97463; 18 years.

Forrest Smith, HMF 1, Box 359 Hayes Ave., Bend 97701; 14 years.

Rolo E. Staples, MVOM C, 630 Hopkins Rd., Central Point 97501; 18 years.

Fred L. Trumbly, HMW 3, Box 83, Wemme 97067; 11 years.

James R. Wallace, HE 1, 2430 SW Reindeer, Redmond 97756; 15 years.

Betty M. Walther, MVR 1, 753 SW 28th, Pendleton 97801; 13 years.

Phillip H. Willett, park ranger 2, 8950 Trask River Rd., Tillamook 97141; 18 years.

John Wolstenholme, MVOM C, 16084 S. Hunter Ave., Oregon City 97045; 16 years.

3-9 years

Evelyn G. Cunningham, clerical specialist, 629 NW Alpine, Newport 97365; 3 years.

Jonathan J. Henson, HMW 2, 4207 Filbert, Tillamook 97141; 9 years.

Mary L. Miller, land title examiner, 141 N. Broad St., Monmouth 97361; 6 years.

Hazel E. Spencer, park ranger 2, 1720 41st St., Florence 97439; 9 years.

Kathryn M. Turner, program executive D, 5230 SW Menefee Drive, Portland 97201; 5 years.

Retirees '84



Phyllis Lannigan

Phyllis Lannigan

"You never know from one day to the next what you will be asked to locate," said **Phyllis Lannigan**, administrative assistant in Central Files.

And it has been her greatest source of satisfaction to ferret out information needed by co-workers and individuals outside the agency.

When she started to work 37 years ago, highway offices were located on the third floor of the State Office Building, she said. Along with the change in buildings, she's seen the division become much less formal, especially regarding wearing apparel, she said.

Once out of the files, she has several home projects planned, wants to do some volunteer work and take classes such as flower arranging.

Harry Eckstein

During his first 13 years with the Highway Division, **Harry Eckstein** worked in nearly that many different Oregon cities, but he finally settled down, spending the last 18 years in LaGrande.

Currently the Region 5 testing technician, he held engineering aide and technician positions in nearly each region of the state during his early career.

A major accomplishment was "working on the Winnemucca to the Sea Highway from Adel to the Nevada border from start to finish," he said.

He said the department hasn't changed much over the years. "It still operates on the feast or famine principle," he said.

Bill Tebeau

Thirty-six years ago **Bill Tebeau** planned to work for the Highway Division only for a year to save enough money to go back to college for a master's degree.

"But the monthly paycheck was appealing. I guess I'm still waiting to get enough money to get that degree," Tebeau said.

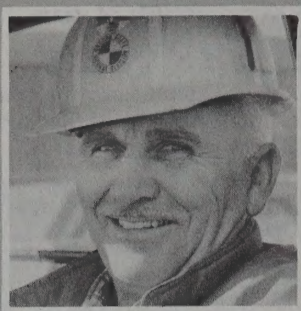
Currently planning survey engineer, he counts his major accomplishments as establishment of the Hydraulics Unit and creating interest in an engineer-in-training instruction program for division employees throughout the state.

So it's not surprising that his retirement plans center around continued teaching of engineering courses at Chemeketa Community College. He also hopes to revise the engineer-in-training review manual and write textbooks on surveying and thermodynamics.

He also may work as an engineering consultant, and may have some time for hobbies of photography and operating a ham radio.

Although he began work with an engineering degree, he kept that a secret because he wanted to get first-hand knowledge of land surveying, and he wanted to start at the bottom and work his way up.

His assignments have ranged from engineering aide to preliminary studies engineer to assistant location engineer, as well as several other positions.



Jerry Workman

Jerry Workman

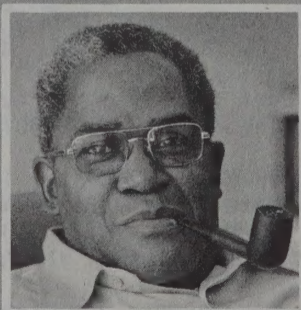
After 37 years of highway work, **Gerald "Jerry" Workman** is looking forward to "sleeping in until about 6 o'clock instead of getting up at 4:30 a.m. If that works, I may try sleeping until 7 or 8."

The Klamath Falls highway maintenance supervisor wants "to do just whatever I feel like doing for awhile. I will probably move to the west side of the mountains where the climate is warmer in a couple of years."

He worked on and supervised oiling crews, extra gangs and paving crews in Redmond, Roseburg, Bend, Klamath Falls and Odell Lake before promotion to his current position 7 1/2 years ago.

His most satisfying work was making road improvements, and the most exciting was "emergency work during slides and washouts when working conditions were tough, and I was right in the middle of the action."

After retiring he hopes to rebuild his collection of old Volkswagens and work on his house and yard.



Bill Tebeau

Gordon Ballard

Gordon Ballard, principal structural design engineer in the Bridge Section, worked on three major bridges, most safety rest areas on I-84 and I-5, and all ports of entry in the state during his career that started in 1951.

Bridge work included the Astoria, Freemont and Glenn Jackson bridges. Ballard started as an engineering aide, then worked through positions of transitman and inspector before leaving the division to work five years for the city of Portland and as a consulting engineer.

After his return to the department, he filled a number of positions in bridge design.

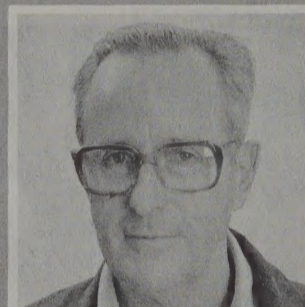
Retirement plans include "golfing, hunting birds and looking for work to keep busy," he said.

William Brown

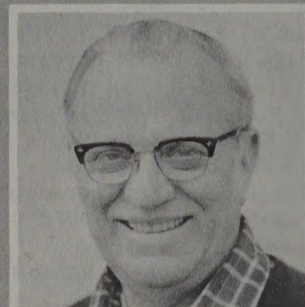
"Seeing projects being completed and knowing our crew contributed in the process" has been satisfying for **William Brown**, transitman, Portland.

Before spending the past 20 years in the Metro Region on construction and location projects, he held transitman and chainman positions in regions 2, 3 and 5.

Retirement plans include traveling, gardening and woodworking.



William Brown



Leonard Hatteberg

Miles King

After sitting at a drafting table for 31 years, **Miles King** is ready to move around. He's considering purchase of a van to travel across the U.S., to fish "and just enjoy life," he said.

Donald Beecroft

Major projects for Structural Materials Engineer **Donald Beecroft** in his 33-year career have included the Albany bridge over the Willamette River and most of the structures on I-5 from the Willamette to Albany.

He said he likes the feeling of accomplishment from bridge work. "You are building something lasting," he said.

His assignments of assistant and resident bridge engineer, plus structural inspector have all been in the Salem area.

Donald Hollett

Donald Hollett, highway maintenance supervisor at Tillamook, is proud of the safety record of crews he's worked with or supervised.

"Considering that we have experienced major slides, road closures, high water, ice and snow, it is a record hard to beat throughout the state," he said.

He has welcomed the changes in highway equipment. "In the early days we sanded by standing in the bed of a dump truck shoveling out the sand by hand," he recalled.

He said he stayed with the department "because I truly enjoyed the work and the people I worked with." His other positions have included laborer and helper.

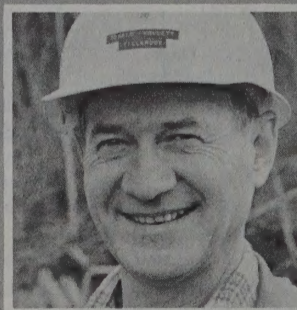
Fishing, hunting, boating and gardening top his list of retirement activities.

Wil Robertson

Construction of I-5 on the north slope of the Siskiyou Mountains was the most interesting assignment for Project Manager **Wil Robertson** during nearly 38 years with the Highway Division.

He also said he enjoyed all types of highway, park and bridge construction with paving being the most satisfying. His first 20 years were in southern Oregon working up from engineering aide to resident engineer. The next two decades he spent as project manager, primarily in Bend.

Future plans include "snowmobiling in the winter, sailing the San Juan Islands in the summer, traveling with my wife wherever and whenever she wants to go, and seeing more of my grandchildren," he said.



Donald Hollett